



District of Innovation Plan (HB 1842)

2022-2027

(Effective Dates: June 1, 2022-May 31, 2027)

Amended February 27, 2023

Amended August 14, 2023

Joshua ISD is utilizing HB 1842, of the 84th Legislative Session, in order to have more local control in certain areas. HB 1842 allows a traditional public school to have some of the same local flexibility that public charter schools have always been allowed. Joshua ISD is utilizing this allowable flexibility for our local district to tailor plans based on the needs of our students and community. All exemptions were chosen to provide opportunities for Joshua ISD to personalized and enhance learning for students. The Board of Trustees will work with the Superintendent of Schools to approve changes to school year calendars, instructional minutes, and other areas included in this plan. Adjustments will be made in the best interests of students and teachers. This plan will be in effect for the 2022-2023 school year through the 2026-2027 school year and may be amended at any time by the committee with approval of the Board of Trustees.

District of Innovation Committee/District Improvement Committee (Owl Pride)

Fran Marek	Chair
Kim Henderson	Community Representative
Myrna Mason	Community Representative
David Gelsthorpe	Community Representative
Scott Peters	Community Representative

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Jeremy Quinn	Business Representative
Angela Warmath	Business Representative
Micki Jones	Parent (non employee)
Celeste Neal	Professional Staff JHS
Kristi Clifton	Teacher JHS
Elizabeth Parker	Teacher JHS
Toby Cox	Professional Staff JHS
Cheri Carr	Teacher NGC
Michael Dean	Teacher NGC
Melissa Bush	Teacher NHHS
Doug Cline	Teacher NHHS
Jane Seamster	Professional Staff LMS
Chelsea Wisdom	Teacher LMS
Rebekah Rosenboom	Teacher LMS
Brian Rosatelli	Professional Staff NMS
Sharilyn Griffin	Teacher NMS
Michelle Birdwell	Teacher NMS
Shelly Green	Professional Staff PCE
Jourdan Adrian	Teacher PCE
Jacie Dean	Teacher PCE
Kate Howell	Professional Staff SES

Cathy Van Weezel	Teacher SES
Brandy Hicks	Teacher SES
Debra Brakel	Professional Staff EES
Tiffany Lee	Teacher EES
Tiffany Richards	Teacher EES
Tammy Watts	Professional Staff NJE
Brooke Harraid	Teacher NJE
Merlina Stinson	Teacher NJE
Tanya Chernow	Professional Staff CGE
Rose Garcia	Teacher CGE
Kisteen Rotermund	Teacher CGE
Corey Hickerson	Advisory Member
Jo Lynn Augsburger	Advisory Member
Holly Stambaugh	Advisory Member
Emily Scott	Advisory Member

**District of Innovation Committee/District Improvement
Committee (Owl Pride)**

February 2023 Owl Pride Meeting

Corey Hickerson	Chair
Myrna Mason	Community Representative
David Gelsthorpe	Community Representative
Jeremy Quinn	Business Representative
Angela Warmath	Business Representative
Celeste Neal	Professional Staff JHS
Ashley Benson	Teacher JHS
Chris Seymore	Teacher JHS
Toby Cox	Professional Staff JHS
Amanda Perry	Teacher NGC
Denise Oyler	Teacher NGC
Melissa Bush	Teacher NHHS
Doug Cline	Teacher NHHS
Jane Seamster	Professional Staff LMS
Stacie Parker	Teacher LMS
Kristen McBeath	Teacher LMS
Melissa Kinnear	Professional Staff NMS
Justin Jones	Teacher NMS
Michelle Birdwell	Teacher NMS

Shelly Green	Professional Staff PCE
Jourdan Adrian	Teacher PCE
Jacie Dean	Teacher PCE
Kate Howell	Professional Staff SES
Cathy Van Weezel	Teacher SES
Brandy Hicks	Teacher SES
Kim Cassidy	Professional Staff EES
Tiffany Lee	Teacher EES
Tiffany Richards	Teacher EES
Tammy Watts	Professional Staff NJE
Brooke Harraid	Teacher NJE
Merlina Stinson	Teacher NJE
Tanya Chernow	Professional Staff CGE
Julia Doty	Teacher CGE
Kisteen Rotermund	Teacher CGE
Jo Lynn Augsburger	Advisory Member
Debra Brakel	Advisory Member
Emily Scott	Advisory Member
Rebecca Metzger	Advisory Member
Angie Padgett	Advisory Member
Michelle Snell	Advisory Member

Brooklyn Shafer	Advisory Member
Natalie Stuckey	Advisory Member
Chad Tate	Advisory Member

**District of Innovation Committee/District Improvement
Committee (Owl Pride)**

August 2023 Owl Pride Meeting

Corey Hickerson	Chair
Myrna Mason	Community Representative
David Gelsthorpe	Community Representative
Jeremy Quinn	Business Representative
Angela Warmath	Business Representative
Celeste Neal	Professional Staff JHS
Ashley Benson	Teacher JHS
Chris Seymore	Teacher JHS
Toby Cox	Professional Staff JHS
Amanda Perry	Teacher NGC
Denise Oyler	Teacher NGC
Melissa Bush	Teacher NHHS
Doug Cline	Teacher NHHS
Jane Seamster	Professional Staff LMS

Stacie Parker	Teacher LMS
Kristen McBeath	Teacher LMS
Melissa Kinnear	Professional Staff NMS
Justin Jones	Teacher NMS
Michelle Birdwell	Teacher NMS
Shelly Green	Professional Staff PCE
Jourdan Adrian	Teacher PCE
Jacie Dean	Teacher PCE
Kate Howell	Professional Staff SES
Cathy Van Weezel	Teacher SES
Kim Cassidy	Professional Staff EES
Tiffany Lee	Teacher EES
Tiffany Richards	Teacher EES
Tammy Watts	Professional Staff NJE
Brooke Harraid	Teacher NJE
Merlina Stinson	Teacher NJE
Tanya Chernow	Professional Staff CGE
Julia Doty	Teacher CGE
Kisteen Rotermund	Teacher CGE
Jo Lynn Augsburger	Advisory Member
Debra Brakel	Advisory Member

Emily Scott	Advisory Member
Rebecca Metzger	Advisory Member
Angie Padgett	Advisory Member
Michelle Snell	Advisory Member
Natalie Stuckey	Advisory Member
Chad Tate	Advisory Member

Joshua Independent School District District of Innovation Timeline	
Jan. 17, 2022	During Board Workshop, notify trustees that district will seeking renewal of the DOI plan for the next school year
Feb. 8, 2022	District committee meets to consider innovations and develop proposal to be posted on the website. District committee must approve the plan by a majority vote of the committee.
Feb. 9, 2022	Post final proposed renewed DOI plan on district website. Must be posted for 30 days prior to notification of the commissioner.
March 28, 2022	Notice by Board of Trustees of intent to renew DOI. <i>1st required notification to commissioner. Must be sent before adoption and include date of future board meeting when plan will be adopted</i> -Add to Board Agenda as item under Superintendent Report (NO resolution required)
May 16, 2022	District committee holds a public meeting to consider the final version of the proposed plan.
May 16, 2022	Board of Trustees adopts a proposed local innovation plan by affirmative vote of 2/3
May 17, 2022	Notify the commissioner by letter and/or email that the board adopted

	the renewed plan (after adoption). Include an updated checklist of exemptions. Attachment Checklist Also, provide link on district website to TEA
May 17, 2022	Post final adopted DOI plan on district website and plan must remain on website for the term of the designation
June 2022-2027	Joshua ISD is designated as a district of innovation for the term specified in the plan but no longer than five calendar years (TEC 12A.006) The district shall begin operation in accordance with the plan The district is exempt from state requirements identified under (TEC 12A.003(b)(2))
August 8, 2023	District Committee Meeting to consider new innovation/amend DOI Plan
August 14, 2023	School Board Meeting to consider approval of amended DOI Plan
August 16, 2023	Post amended plan to JISD website and notify TEA

Innovations

First day of Instruction and Last day of Instruction

Current Law

Texas Education Code Section 25.0811 states that a school district may not begin instruction before the fourth Monday in August. Texas Education Code Section 25.0812 states that a school district may not schedule the last day of school before May 15.

Plan

Local control of the instructional calendar affords the District the following advantages:

- Elimination of imbalanced 6 weeks and semester schedules while still ending the first semester prior to the holiday break.
- Alignment of calendar with Hill College, Advanced Placement Exams, and STAAR/EOC timelines.
- Ensure hour/seat time requirements are met for Certification courses.

Exemption: (TEC 25.0811) (TEC 25.0812) First day of Instruction and Last of Instruction

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Class Size and Notice of Class Size

Current Law

TEA requires class size ratios of 22:1 in pre-kindergarten – fourth grade, notification to parents when ratios exceed the limit, and completion of a waiver with the Texas Education Agency when ratio exceeds the limit.

Plan

Students would benefit from exceeding the ratio to minimize disruption in some instances. The district would like local control in the following areas for student/teacher ratios.

- Joshua ISD will develop procedures for determining when to add a teacher in pre-kindergarten – fourth grade when ratios exceed 22:1. This procedure will focus on student success.
- Joshua ISD will develop a local letter to notify parents when class size exceeds the district determined maximum number of students.
- The district will not have to apply for a waiver with TEA each time a ratio exceeds 22:1 in pre-kindergarten – fourth grade classes.

Exemption: (TEC 25.111) (TEC 25.112) (TEC 25.113) Class Size and Notice of Class Size

Probationary Contracts (TEC 21.102)

Current Law

Under existing law, a probationary contract may not be for a term exceeding one school year. The Education Code generally allows such probationary contracts to be renewed for two additional one-year periods (for a maximum permissible probationary contract period of three years) and even provides the Board with the authority to make a probationary contract for a fourth consecutive school year if it determines that it is doubtful whether the teacher should be given a continuing or term contract. However, the probationary contract period for newly hired teachers who have been in public education for at least five of the previous eight years is limited to a single year.

Plan:

This limited period of time is insufficient in some cases to fully determine the teacher's effectiveness in the classroom. Relief from TEC 21.102(b) will permit the District to adopt local rules allowing for probationary contracts to be issued in a consistent manner to all newly hired teachers, counselors or nurses regardless of past employment history. This consistency will ensure that the District has sufficient time to evaluate whether it is in the District's best interest to continue the employment relationship before offering a continuing or term contract.

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TEC Codes Requiring Exemption:

- TEC 21.102(b): The probationary contract period may not exceed one year for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment by the district.

Innovation: A teacher with five or more years of teaching experience who is hired to teach in Joshua ISD shall receive a probationary contract for three years.

Operation of Schools - Minimum Minutes of Instruction

Current Law

Current law requires that districts provide for at least 75,600 minutes of instruction for students. Joshua ISD plans to continue to schedule for the state required 75,600 minutes.

Plan

The exemption from Texas Education Code gives the District flexibility to:

- Alter the school day to allow for weather delays and/or professional development without having to make-up time.
- Having a local developed calendar that does not have to be amended due to inclement weather conditions provides our stakeholders a set instructional calendar for the upcoming school year.
- Additional flexibility and scheduling options for New Horizon High School and the Disciplinary Alternative Education Placement campus to allow students to receive instruction and gain credits to meet their unique needs. (Alternative Education High School)

Exemption: (TEC 25.081) Operation of Schools-Minimum Minutes of Instruction

School Health Advisory Council (SHAC) Meetings

Current Law

Texas Education Code Section 28.004 requires the school board of each school district to establish a local school health advisory council to assist the district in ensuring that local community values are reflected in the district's health education instruction. Further, the law requires the health advisory council to meet at least four times each year.

Plan

Because of the size of the district, this plan exempts the district from the statutory provision above that requires the advisory council to meet at least four times each year. This innovation will be implemented by the District as follows:

- The SHAC will meet twice per year—once in the fall and once in the spring.
- Additionally, the Board will be kept informed following both meetings.

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- This exemption directly supports the district's commitment to health education and instruction.

Exemption: (TEC 28.004) *[BDF(LEGAL); DCB(LOCAL)]* School Health Advisory Council Meetings

School District Depository Contract

Current Law

Term of Contract (a) Except as provided by Subsection (b), the depository bank when selected shall serve for a term of two years and until its successor is selected and has qualified. (b) A school district and the district's depository bank may agree to extend a depository contract for three additional two-year terms. The contract may be modified for each two-year extension if both parties mutually agree to the terms. An extension under this subsection is not subject to the requirements of Section 45.206. (c) The contract term and any extension must coincide with the school district's fiscal year.

Plan

By gaining exemption from Education Code 45.205(b), Joshua ISD would be able to allow the district's existing bank contract to be extended beyond the total 8-year allowable contract term if the district determines contract pricing remains competitive and there is no operational or financial reason to send the district's depository services out to bid. This exemption would minimize the administrative burden related to preparing and reviewing a Request for Proposal (RFP) when there are no other banking institutions within district boundaries available to bid on the district's depository services. In addition, this would yield district flexibility with respect to local banking relationships.

Exemption: BDAE (Legal & Local) Education Code 45.205

Teacher Certification for Career and Technical Education (CTE) and Languages Other Than English (LOTE) Educators

Current Law

State law and regulation require that all teachers be fully certified by the Texas Education Agency (TEA)/State Board for Educator Certification (SBEC), regardless of previous work experience and/or demonstrated knowledge and skills in their area of specialty. Although it is possible to seek an emergency certification, certification is dependent upon TEA approving the request.

Plan

The current statute limits the ability to hire teachers in highly specialized or hard to fill areas such as Career and Technical Education (CTE) and Languages other than English (LOTE). The district is committed to hiring highly qualified professionals with appropriate certifications, and will continue to seek certified teachers to best serve its students. Through an exemption

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from existing teacher certification requirements, the district will be granted flexibility to hire professionals in specialized trades and vocations to teach Career and Technical Education courses and native speakers to teach Languages other than English courses, if certified teachers are not available. This exemption permits these professionals to meet standards designated by the State of Texas and permits the district to obtain the same weighted funding as would be available should the professional hold a traditional certification for the course. All bilingual/ESL teachers will and must be SBEC certified.

Exemption: Board Policy DBA Legal and TEC §21.003 and 21.055

Student Discipline

Current Law

Effective September 1, 2023, TEC §37.006 mandates the following:

(b) Subject to the requirements of Section 37.009(a), a student shall be removed from class and placed in a disciplinary alternative education program as provided by Section 37.008 if the student:

(2) commits the following on or within 300 feet of school property, as measured from any point on the school's real property boundary line, or while attending a school-sponsored or school-related activity on or off of school property:

(C) sells, gives, or delivers to another person or possesses or uses or is under the influence of:

(C-1) possesses, uses, or is under the influence of, or sells, gives, or delivers to another person marijuana, as defined by Section 481.002, Health and Safety Code, or tetrahydrocannabinol, as defined by rule adopted under Section 481.003 of that code;

(C-2) possesses, uses, sells, gives, or delivers to another person an e-cigarette, as defined by Section 161.081, Health and Safety Code;

Plan

The above language allows no flexibility, other than the mandatory mitigating factors provided in TEC §37.001. Previously, districts could handle student misconduct regarding e-cigarettes and/or vape pens pursuant to their respective Codes of Conduct or Student Handbook. The statute essentially creates a zero-tolerance, automatic DAEP placement for students.

Innovation Strategies

Relief from the statute will allow Joshua ISD to develop its own discipline matrix as it relates to the above instances of misconduct.

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Relief from the statute will enable Joshua ISD to provide students a “second chance” if found with e-cigarettes, vape pens, or other related paraphernalia.

Relief from the statute will enable Joshua ISD to offer students on their first offense a lesser consequence for violating the above statute, such as detention, in-school suspension, or another appropriate consequence, and enforcing the statute as written for each additional instance of misconduct, as appropriate.

Exemption: (TEC §37.006; TEC §37.008); Related Board Policies: FO(LEGAL); FOC(LEGAL)